



Scottish Police Federation
PO Box 27163, Glasgow, G3 9EZ

West Area Committee Minutes

Minutes of the West Area Committee meeting held at the Village Hotel, Glasgow, on 5 June 2025.

1. ATTENDANCE AND OPENING

West Area Committee Office Bearers & Staff

Gordon Cumming	Secretary
Iain Gray	Chair
Adam Peppard	Vice Chair
David Taylor	Deputy Secretary
Jennie Macfarlane	Deputy Secretary
Cara Riley	Executive Administrator (Events)

Ex-Officio

David Kennedy	General Secretary
Lorna Robertson	Deputy General Secretary
Lynne Gray	AGS(C)
Emma-Louise Richardson	AGS(P&E)

Guests

ACC Mark Sutherland
Joanne Hay

WAC Representatives

Aaron Hicks	Euan Graham	Karen Cameron	Ross Preston
Adam Potts	Fiona Moore-McGrath	Laura Stewart	Scott Lisset
Alistair Wright	Gary Diver	Les Duncan	Stephanie Dunlop
Andrew Davis	Gary Mackie	Lianne Kelly	Stephen Gray
Brian Sexton	Gavin Tuohy	Lyn Stewart	Terry McEwan
Chris Hynds	George Allsopp	Mark Whyteside	William Quinn
Christopher Thomson	Graeme Kerr	Marketa Davidson	
Claire Walker	Gus Byers	Maxwell Shaw	
Daniel Lunny	Heather Wallace	Merv Almeida	
Darren Munogee	Jamie MacLeod	Michael Scott	
Darren Muir	Johnny Mullan	Pamela McFarlane	
David Leslie	Jonathan Edgar	Richard North	
Edward Cairns	Julie Hayes	Robert Bryce	

1. ATTENDANCE

The Chair opened the meeting and welcomed members to the West Area Committee's 11th Annual General Meeting.

The Chair acknowledged attendance of the General Secretary David Kennedy, Deputy General Secretary Lorna Robertson, the AGS(C) Lynne Gray and the AGS(E) Emma-Louise Richardson. ACC Sutherland also attended to address the Committee on relative issues.

Joanne Hay, a former valued Committee Member, was welcomed back to the WAC as a guest. Terry McEwan, Les Duncan and Merv Almeida were greeted to their first WAC meeting as newly elected members of the Committee.

Apologies were received from Brian Martin, Colin MacRitchie, Fraser Donaldson, Marc Jobson, Kevin Anderson, Megan Logan, Stuart Gillies, Paul Elliot, Anton Hughes and Phil Maguire.

All representatives were encouraged to take an active part in the meeting. Standing orders were adopted for the duration of the meeting.

2. WAC ELECTION - VICE CHAIR

An election was held for the position of Vice Chair. Adam Peppard and Gavin Tuohy were the only candidates, and both were proposed and seconded. The candidates addressed the Committee prior to votes being cast. Following two secret ballots, which resulted in a draw on both occasions, Gavin Tuohy was elected as per rule 6.6.

Following the election, the Vice Chair left the meeting.

3. SEPARATE COMMITTEES

No Separate Committee Meetings took place.

4. MINUTES OF PREVIOUS MEETING & ACTIONS

The minutes of the previous meeting held on 6 March 2025, were proposed, seconded, and adopted as a true record.

Actions from previous meeting- March 2025

Action 1 - Request for guidance to the PNBS

- V Division officer travelling to Tulliallan
- Public Holidays during Annual Leave
- C3 Mileage Claims

The Committee were advised that the Technical Working Group had still not met and therefore, no update was provided. This action would remain open.

Action 2 - K Division Issues

- Issues with abstractions

The Secretary had escalated these issues directly with K Division, and to the Working Practices Review Board, via the Deputy General Secretary; however, no update was available. This action would remain open.

Action 3 - Thomsons Claim

The Committee were updated that the claim remained sisted at this time and the action would remain open.

Action 4 – Podcast

The Chair was to follow up on the Podcast with the General Secretary. This was confirmed and the action closed.

5. LEGAL ADVICE AND ASSISTANCE

The Secretary provided an overview of LAA applications submitted since the last WAC Meeting. No trends were evident; however, the Committee were requested to consult with FTOBs prior to provision of advice and guidance to members to ensure accuracy.

6. DIVISIONAL REPORTS

A brief report was provided by each Division, and matters raised were highlighted below.

SCD

- Divisional Commander meetings
- FMM - Working from Home

OSD

- FMM - Working from Home
- CJSd – Direct submission of SPRS from 25 June
- Policing Together
- Dog Unit – Relocation ongoing.

G Division

- Divisional Commander meetings
- Refreshment provision during events

- FMM - Working from Home

K Division

- Fleet issues – lack of vehicles fit for purpose
- Divisional Commander Meetings
- Estates – Closure of Paisley
- Juvenile crime wave / mispers
- New RDU Process issues.

L Division

- Line management issues
- 28 days notification
- FMM - Working from Home

U Division

- Divisional Commander meetings
- RDU time off requests
- Exigencies reducing
- Refreshment provision during events
- TRIM following recent murder – unacceptable wait before contact made.

Q Division

- Increased Sergeants workload
- OBL issue for Supervisors and Constables
- RDU – yellow box – modified /restricted markers.

V Division

- Vehicle issues
- OBL decrease
- Flexible Working issues.

7. PODG

The meeting scheduled to take place on 29 May 2025, had been cancelled and no new date set.

8. FINANCE STANDING COMMITTEE

The last Finance Standing Committee meeting took place on 22 April 2025.

The Chair provided an update from the above Committee, and remarked upon the general position of funds, high-interest accounts and staff cost reductions. An increase in expenditure due to training, meetings, events and production of the Relentless film was mentioned.

The Committee noted that this report was a snapshot in time and would be impacted by future commitments, such as employment of additional members of staff.

The Committee were informed that the 2026 SPF Conference would be the 100th anniversary, and discussion ensued around the venue, format and associated expenditure.

9. EFFICIENCY STANDING COMMITTEE

The last Efficiency Standing Committee meeting was held on 30 April 2025.

The following update was provided by the Secretary of items raised.

- A policy decision was awaited regarding the use of text messages for delivery of Citations, Countermands, or information in respect of RRRDs, to personal devices. The Committee were requested to submit examples of this activity for escalation.
- The closure of calls within C3, which could not be actioned and were subsequently either passed to Division for attention at a later date. There is no common code of practice in how divisions record action and record these calls.
- The practice of Level 4 Observations. Whilst this practice continued, the need for risk assessments and accurate recording was emphasised.
- No new shift patterns had been received. The use of Workforce Agreements was noted, and a form to enable accurate recording and analysis would be circulated.
- The level of submission of Near Miss reports were below expected figures. Recording was encouraged, without which, the impact on the level of resources could not be identified.

10. CONDUCT & EQUALITY STANDING COMMITTEE

Conduct

The Deputy Secretary provided a summary of figures in relation to criminal and conduct cases that were not for further dissemination.

A rise in the number of suspended officers and the complexity of conduct cases was highlighted. The AGS(C) provided clarity around suspensions and confirmed the occurrence of reviews every 28 days, thus providing reassurance that all suspended officers required to be subject to this constraint.

The Committee learned of the provision of witness statements to the Chair of a Misconduct Hearing, without prior approval of the subject officer. This was contrary to the Regulations and would be challenged, should the case merit such action.

Provision of learning opportunities for Committee members via the Teams channel for online conduct training, and options to shadow FTOBs at Hearings/Meetings was detailed and encouraged.

Probationer discharges had become prevalent, and the issue of appropriate and effective recruitment, vetting and training, was discussed. It was appreciated that this issue would continue to impact on the number of probationers receiving SPF support through probationer extensions and associated action plans until remedied. It was reiterated that the Chief Constable's position that Probationers who failed exams would not be assigned to Divisions remained.

PSD caseload was summarised with the average time for investigation around 174 days, with a reported significant backlog remaining.

The Committee noted that the Scottish Government were set to implement the new Police (Ethics, Conduct & Scrutiny) Bill on 25 June 2025, and training would be progressed via Moodle. This would be succeeded with Duty of Candour implementation.

Equality

The Deputy Secretary summarised the pre-read document uploaded to Teams in preparation for the meeting. This included statistics in relation to officers on long-term sick and ill health retirements, with specific mention made of lengthy wait times for Selected Medical Practitioner appointments.

The Committee were reminded that it was the responsibility of line managers to notify officers of half pay dates, and formal notification from HR was no longer part of the process. It was highlighted that correspondence to the ACC for continuation of full pay (otherwise known as PCS (Particular Case Status)) was being forwarded to line managers for comment and could contain confidential information. The Committee were requested to ensure that should this situation arise, correspondence was marked accordingly.

The Deputy Secretary provided an update on the FMM and Working from Home policies and alluded to a requirement for clear communication and support for officers. It was explained that advice previously provided by Police Scotland that working from home would cease was incorrect. Clarity was provided that, dependent on circumstances, working from home may continue; however, the majority of officers would be subject to change in current working practices.

The Committee were briefed on the results of the first consultation with OSD in relation to the FMM. Common themes reported back to the Service included:

- 60 years of age working and impact on health
- Impact on current workload
- Impact on flexible working
- Impact on voluntary working (on-call/weekend working balance)
- Impact on change to IT on the frontline
- Impact on training.

These matters had been escalated to Police Scotland via the General Secretary, and a review following implementation of the shift pattern had also been requested.

The Deputy Secretary furnished the Committee with a presentation on the functionality of the SPF Mantis database, which included case contacts and updates.

The next meeting of the Conduct and Equality Standing Committee was scheduled to take place on 25 June 2025.

11. HEALTH, SAFETY & WELFARE STANDING COMMITTEE

The Secretary provided a summary of the last Health, Safety and Welfare Standing Committee. An overview of statistics, and the following updates were noted.

- Your Safety Matters had not met this quarter.
- Police assaults had increased 4.2% compared to the same period last quarter; however, a reduction in the number of officers on front line policing was deemed comparable. Supplementary training was to be provided to OST officers.
- Taser – An upgrade to the current model of Taser was in production by Axon, despite a significant number of officers yet to be trained.
- RTAs – Locus protection on fast road learning was available via Moodle.
- Clothing & Equipment Working Group – The Binary headgear issue had been resolved, with the current flat cap adopted. Trousers and lightweight batons were under consideration.
- Estates Prioritisation Meeting – Clydebank Car Park was deemed a priority and took precedence over eviction of the Dog Unit at Pollock Park.
- The West Area Command Health and Safety meeting was held on 28 April. Vehicle checks was reported as an issue, as was the requirement for justification in placing prisoners in holds and subsequent implications.
- 23 Accident Investigations were ongoing and included officers in pursuit of prisoners escaping from court, dog bites and general accidental injuries.
- Deep Dive – The JCC agreed to focus the next SPF deep dive on events.

12. JOINT CENTRAL COMMITTEE

The Committee were advised that the Thomsons Claim was sisted until June, and no further update had been received. Operation Chainring remained with Solicitors for review.

The last meeting of the JCC took place on 6/7 June 2025. The WAC Secretary provided the following update.

Allard

The remaining group of officers had now settled, and the SPF were looking to recoup the associated costs.

Public Enquiry

The fairness and transparency of the Chair had been questioned following private meetings held with the family, to the exclusion of other parties involved. The next meeting would take place on 12/13 June 2025.

Appeals

One Police Appeals Tribunal had concluded and been successful, and a summary of the case was provided to the Committee.

Police Negotiating Board Scotland (PNBS)

The first stage of the Fraser Allander Report was published on 8 May 2025, and available via the website. This year's pay claim was submitted on 1 April 2025, and the response was awaited. Due to the pay dispute from last year, the Technical Working Group had not met, and dates were awaited.

Pensions

The Scottish Police Pensions Board met on 5 March 2025, however as a result of having missed the RSS deadline, they had self-referred to the Pensions Regulator. HMRC were unable to provide any advice on remedy.

Scottish Police Consultative Forum (SPCF)

The last meeting of the SPCF took place on 18 February 2025, which focused on changes to the Conduct Regulations and Vetting, was now concluded. Consultation with other bodies and a subsequent implementation Programme would now occur.

IHR/IOD

Work continued to reduce lengthy wait times.

2030 Vision of Police Scotland

The Strategic Policing Priorities had been set by Scottish Government and work continued to align these policing priorities with the 2030 vision.

Scottish Police Authority (SPA)

The last SPA People Committee was held on 25 February 2025. The Wellbeing Progress Plan, TRIM, concerns around officers on restricted duties and the Workforce Review discussions continued.

Training

The number of officers who required Advanced and Response Driver Training continued to cause concern. It was acknowledged that recruitment of additional instructors to reduce the backlog was to take place.

Joint Negotiating Consultative Committee (JNCC)

Due to the UK Government’s National Insurance charges, a funding gap was reported. A revised governance structure had been established to result in fewer more efficient boards, and issues around recruitment, particularly in rural areas, and the FMM, had been raised directly with the Chief Constable.

PSoS Reform

The Police Service of Scotland had elected not to adopt the ‘Right care – Right person’ guidance followed in England and have instead cited Section 12 of the Police and Fire Reform Act.

EuroCOP

Due to the number of officers killed in Ukraine, a fund had been initiated to generate money to provide support to police families and the JCC had agreed to provide a donation.

Police Charities

The Police Treatment Centre reported a two-week wait for physio and an eight-week wait for mental health referrals.

Deep Dive

It was agreed that events policing would be the next deep dive. The Committee were requested to submit any suggestions of focus for future deep dives to the Secretary.

Motions

Three motions were submitted by the Committee to the JCC. The motions in relation to disruption allowance and shifts exceeding 16 hours were both defeated. The motion in respect of mental health was carried.

Two proposed changes to the Police Federation Scotland Rules were presented to the JCC. Rule change in relation to the extension of a retirement period failed. However, a rule change to enable provision of a minimum of 91 days’ notice period for an FTOB who had been deselected, and no longer an FTOB from that exact point, was carried.

13. JCC CIRCULARS

The following circulars had been issued since the last WAC Meeting.

28/02/2025	04/2025	Pay award
01/04/2025	05/2025	Force Mobilisation Model Pay Update 2024/25
01/04/2025	06/2025	Staff side Pay Claim 2025/2026
04/04/2025	07/2025	Agreement on Family Friendly Provisions - information
08/05/2025	08/2025	Fraser of Allander Institute Phase 1 report - information
16/05/2025	09/2025	Police Officer Pay Claim – update on negotiations

14. CONSULTATIONS

Solicitor Access National Guidance
Railway Policing Safety SOP
Postings & Transfers Procedure
DESC Policy
Menopause Toolkit
Data Protection SOP
Distress Brief Intervention Bill
Health & Safety Policy
Drug Consumption Facilities Divisional Guidance
Social Media Policy
AED Guidance
Blood Borne Viruses
Adverse Incidents in Custody
Data Protection SOP
Bail Process
Leavers Procedure
Attendance Management
NOCAP Toolkit
Presumptive Testing
Proactive Investigations
Counterfeit Currency

The Secretary stated that due to an increasing number of consultations, some would be disseminated throughout the Committee for comments/observations.

15. MOTIONS

The following motion was received and carried.

Motion

That the West Area Committee asks the Joint Central Committee to ensure that a register of all motions (from all committees) is held, published and that this register records all decisions made, who has responsibility for the motion and any progress made if applicable.

Explanatory note

Currently in order to establish what motions have been heard, a search of historical minutes has to be undertaken. In addition, once a motion is carried there is no formal process to record the progress of that motion and often, they are lost and dependent on individuals keeping momentum running.

Proposer – Jennie Macfarlane Seconder - David Taylor

16. CORRESPONDENCE

Letters of resignation were received from Mick McCaughey, Jo Hay and Derek Scrimgeour.

17. AOCB

One item of additional business in respect of TRIM was raised; however, this was responded to during the course of the meeting.

18. CLOSE OF MEETING

The Chair closed the meeting and thanked members for their attendance and participation. The next meeting was scheduled to take place on 4 September 2025.

Gordon Cumming
Secretary

Iain Gray
Chair